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TA/5251

AGREEMENT

between the

HEUVELTON TEACHER'S ASSOCIATION

and the

HEUVELTON CENTRAL SCHOOL DISTRICT

RECEIVED

DEC 05 2006

NYS PUBLIC EMPLOYMENT
RELATIONS BOARD

7/1/
1995-1996-1997-1998-1999
2000-2001-2002-2003

6/30/04

M/O - 7/1/04 - 6/30/07 - Service Incentive Stipend

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ARTICLE I

RECOGNITION

The Heuvelton Central School District as employer recognizes the Heuvelton Teachers' Association as the exclusive representative for collective negotiations with respect to salaries, wages, hours, and all other terms and conditions of employment for the employees in the bargaining unit. The bargaining unit consists of all teachers, counselors, and psychologists who hold permanent or probationary appointments by the Board of Education of the District.

ARTICLE II

ACADEMIC FREEDOM

The Board of Education will guarantee to all teachers the most reasonable degree of freedom possible in using teaching methods and materials. Such methods/materials, however, must be satisfactory to the Board of Education, who is directly charged with that responsibility, and to the administrators of the school.

ARTICLE III

TEACHER AND ASSOCIATION RIGHTS

- A. Teachers will have the right, upon request, to review the contents of their personnel files and to make copies of documents in it. A teacher may, at his/her request, have a representative of the Association accompany him/her during such review and such review shall take place in the confines of the Superintendent's office and in his/her presence.
- B. The Heuvelton Teachers' Association shall be guaranteed the use of school facilities and equipment if and when they are available after checking with the Superintendent or designee and submitting the appropriate forms, if requested.
- C. Teachers are encouraged to belong to appropriate professional educational organizations.
- D. A teacher involved in a disciplinary action will not be subjected to reprimand in the presence of the person other than the supervisor and/or principal unless unusual and potentially dangerous situations exist which might be hazardous to the health and welfare of anyone.
- E. Faculty members and their spouses may attend any school function sponsored by school organizations at no cost.
- F. The Association shall be responsible for explaining the contents of the contract to new teachers.

ARTICLE IV

TENURE

- A. Probationary teachers shall be informed of action taken regarding tenure by the Board of Education by March 15th in the final year of their probationary period.
- B. Performance Evaluation – To enable all teachers to be kept informed of evaluations of their teaching performance and to give them an opportunity to correct any deficiencies, the following evaluation procedure is to be utilized:
 - 1. In the case of probationary teachers at least three (3) written evaluations will be made each year with two (2) of them to be reasonably distributed during the first semester and third on sometime during the second semester. If the evaluator feels the teacher's performance must improve in order to be recommended for tenure this shall be recorded on the evaluation report. Should it be decided that the teacher is not to be recommended for re-appointment the teacher will be informed of the basis on which such a decision was reached. If desired a teacher may request further evaluations. However, the administrator reserves the right to limit the number of additional evaluations to one (1) per month per teacher if the press of evaluation requests becomes excessive.
 - 2. The evaluations must be made by an administrator and should include strong points, weak points and suggestions for improvements.
 - 3. The teacher will be furnished with a copy of each evaluation within five (5) teaching days, unless, under unusual circumstances this is not possible. Furthermore, the teacher is obligated to arrange for a conference with the administrator regarding the evaluation as soon as possible following the observations. A copy of the evaluation, signed by both the teacher and the administrator, will be placed in the teacher's official cumulative folder located in the Chief School Officer's office. The signature indicates neither approval nor disapproval of the report. The teacher may include with this evaluation his/her own comments and perceptions regarding the evaluation. Pertinent decisions reached in the conference shall become a part of the official record. The personnel file of a teacher will be available for the teacher to review. Such review is to occur as per Article III, Section A.
 - 4. All observation of classroom teaching shall be conducted openly with full knowledge of the teacher. The Administration shall be free to observe and evaluate teacher performance in non-classroom activities at any time. If such evaluation is to become a part of the teacher's file it shall be subject to the same disclosure procedure as outlined in the above.

5. If necessary to alter a form on which the evaluation is written, a committee of three (3) teachers, appointed by the Association, and three (3) administrators will develop an appropriate form on which to record the evaluation and signatures.

- C. No probationary teacher will be disciplined, reduced in rank or compensation, deprived of professional advantage, or dismissed without reasonable (justifiable) cause, such as incompetency, insubordination, immoral conduct, failure to maintain certification, or consistent and/or willful violation of the terms, conditions, or intent of this contract. (A probationary teacher violating contractual agreements as outlined above shall be given written notice and the opportunity to reply to same. The Association President shall receive a copy of such notice and the teacher's reply.)

In the event the Board is considering the dismissal of a teacher, the teacher will receive a written warning. The teacher shall be given ten (10) school days to request a meeting with his/her supervisor and a representative from the Teachers' Association, to discuss the dismissal. Such meeting shall be held within ten (10) school days.

If the teacher remains dissatisfied with the explanation provided by the supervisor, he/she may request, within ten (10) school days, a hearing with the Board of Education, and such meeting shall be held within a reasonable period of time.

In the event the Board still decides to dismiss the teacher, he/she will be notified no later than April 15th.

ARTICLE V

TEACHER ASSIGNMENT AND QUALIFICATIONS

- A. Teachers will be notified in writing of their salary, grade level and/or areas of teaching no later than one week prior to the opening of school in September except under unavoidable circumstances.
- B. A tenured teacher may voluntarily accept an assignment outside his/her area of certification.
- C. Substitute teachers, qualified or certified, when available, will be hired to replace all regular and special teachers when they are absent.
- D. All art, music, gym and driver education classes will be scheduled before school opens in September as are all other regularly scheduled classes, whenever possible.

ARTICLE VI

TEACHER HOURS AND TEACHER LOAD

- A. Where a teacher's instructional load exceeds 140 students, he/she will be assigned no more than six (6) periods (either teaching or study periods) of responsibility.
- B. Every teacher shall be guaranteed a 30 minute duty-free noon time lunch period as required by Section 3029 of the Education Law. Secondary teachers will be provided with a duty-free preparation period each day. Every effort will be made to guarantee elementary teachers a preparation period each day. The provisions of this Article may be altered by mutual consent of the teacher involved, the Association and the Administration.
- C.
 - 1. The hours of duty for teachers shall be from 8:00 a.m. to 2:50 p.m. Teachers will be available for after school conferences with parents or faculty meetings if requested.
 - 2. Teachers will be notified 23 hours in advance of all faculty meetings.
 - 3. Teachers will be free to leave the building during their 30 minute duty-free lunch period after informing an administrator. Special permission to leave the building for a personal errand during teacher's preparation period may be given by an administrator.

ARTICLE VII

CLASS SIZE AND STAFF REDUCTION

A. Class Size

The Board of Education and the Administration recognize that in most instances oversize classes could be detrimental to the best education of the pupils. Therefore, the Board will employ a sufficient number of faculty members so that class size will conform at least within reason, to the suggested recommendations of the New York State Department of Education regarding this matter.

B. Impact of Staff Reduction

The Board of Education will notify the Teacher's Association of any intent to increase the responsibilities of any teacher by way of a reduction in staff personnel. Such notification shall be given in writing at least sixty (60) days prior to initiating any such action. The Teachers' Association, Administration, and The Board of Education shall meet for the purpose of consultation. If such meeting is desired a request must be submitted to the Board of Education no later than 15 days from the date the Board furnished notice of the intent referred to above. Such consultation meetings shall

investigate the areas and curriculum which can be altered or changed and still provide the maximum in educational programs to the total student population. Necessary and appropriate information needed for such consultation sessions will be furnished to all parties. As many meetings as are necessary to develop specific recommendations will be scheduled. As a result of such investigations and discussions, recommendations to the Board of Education will be made.

- C. 1. In the event there is a reduction in staff, teachers will be notified no later than April 15th.
- 2. A teacher who is assigned a teaching duty under the intent of this Article, other than he/she is certified to teach, shall be given a period of two years in which to meet certification requirements.

ARTICLE VIII

NON-PROFESSIONAL TASKS

The Board and the Association agree that a teacher's primary purpose is the responsibility to teach and that his/her energies should be utilized to that end. However, some extra duties may be necessary and all duties will be kept to the least number possible by the Administration.

Secretary Assistance will continue to be available as it has been in the past, such as typing tests, mimeographing of tests, etc.

ARTICLE IX

TEACHER FACILITIES

- A. Heuvelton Central School shall provide appropriately furnished rooms for use of the teacher and other instructional employees as a staff lounge and work area containing a desk or table, and sufficient supplies and equipment for use by all teachers or other members of the professional staff.
- B. Teachers will be responsible for all equipment assigned to them, know the operation procedures, and report all malfunctions.

ARTICLE X

INSURANCE

- A. The Board of Education agrees to provide health insurance through the St. Lawrence/Lewis Counties School Employees' Health Care Plan and Basic Blue Shield Dental Insurance Plan,

Option I with student rider to age 25, for the duration of this Agreement.

- B. The Life Insurance Plan will also be continued by the Board of Education plus the opportunity to convert to ordinary life. The Board of Education and teachers will each pay their share as set forth by the insurance policy.
- C. Full dependent coverage costs will be assumed by the Board of Education for all full time unit members. Those who are employed less than full time but at least half time will be afforded individual health and dental coverage with the option to purchase additional dependent coverage.
- D. The Board of Education will provide a group for teachers who retired prior to June of 1989 so they (teachers) may purchase health insurance at group rates.
- E. The Board agrees to continue until changed by mutual agreement the health insurance benefits in effect. This health insurance provision extends beyond the term of the contract and shall be subject to arbitration should any dispute arise concerning such.
- F. Insurance – Retirees: Health insurance will be provided for all teachers who retire after June 1, 1989, and are at least within one year of being 55 years old, with at least 20 years of service with District.
 - a. Retirement must be confirmed with the Administration and Board of Education prior to June 30th. Consideration will be given by the Board of Education in situations due to unforeseen circumstances that might warrant retirement at a different time than at the end of the year on a case by case basis.
 - b. Payments for insurance for retired teachers will be made as follows:
 - 1. The District will pay 100% of the teacher's insurance premium and 50% of the dependent coverage premium.
 - 2. Unused sick days may be used at the rate of \$50.00 per day to cover the 50% dependent coverage cost by the employee until such time as the credited sick leave payment is exhausted.
 - 3. In the case where teachers may be lacking in sick days for credit towards the payment of their insurance premium, they may apply to the sick leave pool for the consideration of a donation from that pool to be used as credit towards their premium.

4. In the event that a retiring teacher who meets the aforementioned criteria wishes to waive, for life, his or her right to dependent coverage and so notifies the District by letter prior to December 15th of the year in which he or she retires, the teacher will then be compensated for any unused sick days at the rate of thirty-five dollars (\$35) per day, payable in the month of July following the effective date of retirement.

ARTICLE XI

LEAVES

A. Sick Leave

1. Twelve days sick leave with full pay, earned at the rate of 1.2 days per month, will be granted each school year accumulative to 180 days. Additional unpaid leave may be available under the Family and Medical Leave Act of 1993.
 - a. Teachers with no accumulated sick leave may draw sick leave against the days they may possibly earn in the current school year. Unearned sick days will be deducted from the teacher's final check.
 - b. After a teacher has reached a maximum 180 days accumulated sick leave the following procedure will be applied. \$35.00 per day will be awarded the teacher for any unused sick days accumulated over the 180 maximum in the year in which the additional day or days occur. The payment for these days will be made with the final June check.

B. Personal Leave

1. Death in the immediate family: (spouse, parent, son, daughter, brother, sister, father-in-law or mother-in-law, grandparent, or anyone living under the same roof.) Authorized absences will be granted at full pay with no accumulation toward sick leave for a period not to exceed five (5) days unless there are extenuating circumstances, and with the approval of the Superintendent.
2. Personal Days: Every teacher shall be guaranteed three (3) personal days per year at full pay which will not be deducted from sick leave. If personal days are not used, they will be added to the accumulated sick leave. At least two days notice must be given for personal days except in the emergency situations. Personal days may be used thus:
 - a. legal or court or personal business problems
 - b. to attend a funeral of a person whose prior personal relationship might warrant such attendance
 - c. required religious services not offered at any other time except during school hours
 - d. honor ceremonies, college graduation, special awards or citations
 - e. family sickness
3. Professional visitation days: 2 days – approved by the District Superintendent – to visit approved classrooms in the immediate area which would be a learning situation for the teacher.

C. Jury Duty

Time granted is not considered personal leave and no salary will be deducted. Fees received for such duty will be funded to the District.

D. Parental Leave

1. Under the Family and Medical Leave Act of 1993, an employee is entitled up to twelve (12) weeks of unpaid, job-protected leave to care for the employee's child after birth, or placement for adoption or foster care. Beyond that twelve (12) week period, an employee who so requests will be granted additional childcare leave, with total leave not to exceed two (2) years. For the purpose of this Article, a year is defined as July 1 to June 30.

District paid health insurance benefits under Parental leave as defined in paragraph one of this subsection will be continued for a period not to exceed six (6) months.

2. Time spent on parental leave will not count toward tenure for probationary unit members.
3. A unit member who teaches at least $\frac{1}{2}$ year in the year the parental leave is taken shall have fulfilled the requirements for a year's service for the purpose of advancement on the salary schedule. Any other time spent on parental leave shall not be credited for salary schedule purposes.
4. Unit members shall notify the Superintendent in writing of the desire to take such a leave and of the length of the leave and, except in case of emergency, shall give notice at least thirty (30) days prior to the date on which the leave is to begin.
5. A unit member who is on parental leave can return to work only at the commencement of an academic quarter or at a time mutually agreed to by the teacher and administration.

E. Sabbatical Leave

1. May be granted to a full time professional employee who has completed seven (7) consecutive years of satisfactory service in the School District.
2. No more than two (2) sabbatical leaves for each 50 full time teaching employees could be granted during a single school year, excluding administrators.
3. Applications must be made in writing by January 1, eight months prior to the September when the sabbatical is to become effective.
4. Approval for such leave will be granted by the Board of Education with the advice of the Administration.

5. This leave may be taken for one (1) year at one half pay or one half year at full pay. This time is to be counted for salary purposes as though teachers were in service.
6. Personnel granted sabbatical leave are expected to return and serve the School District for a minimum of two years. If a person desires not to return, the full remunerative restitution of salary received must be made to the School District immediately upon resignation. Teachers will be required to sign a note for the amount of the salary to be paid.

F. Leave of Absence

Leaves of absence without pay or insurance benefits may be granted for a period not to exceed two (2) years for professional study, travel, or other approved reasons. If teachers wish to continue any or all insurance coverage, they may at their own expense. Time spent on a leave of absence shall not be credited to a teacher for the purpose of advancement on the salary schedule unless the leave is granted for approved study and/or for reasons that directly benefit the District's educational program as determined by the Superintendent.

G. Leaves

1. Each teacher who expects to be absent from duty must notify the designated Administrator so that the time is available for calling a substitute. Such notification, if possible, should be made by 6:30 a.m.
2. All substitutes shall be called by the Administration.

G. Sick Leave Pool

1. Eligibility to Join
 - a. Any teacher, after three years of service, will be eligible to join the sick leave pool.
2. Application
 - a. Teachers having served three years in the School District may elect to join the sick leave pool in the fourth year. Such teachers must apply on a form provided by the Clerk of the Board, and must turn it in to the Clerk before the end of the second pay period in September.
 - b. In order to enter the sick leave pool, the teacher who elects to delay entering will have to donate the same number of days as has been donated by a teacher who joined the sick leave pool at the time of the first opportunity.

Example: A fourth year teacher decides not to join but changes his/her mind in the sixth year. He/she will have to make the initial donation of three days, plus two days each for the fifth and sixth years.

- c. The initial donation will be three days. To remain a member each teacher shall donate 2 days per year.
- d. Any teacher who joins the sick leave pool will remain a member until he/she notifies the Clerk of the Board in writing that he/she no longer wishes to participate.
 - 1. Any teacher withdrawing from the sick leave pool, or who resigns or retires, will not be eligible to withdraw days donated. These days will remain in the sick leave pool.
- e. The District Clerk will publish the official list of the individual members of the sick leave pool and will be charged with all the bookkeeping involved with the sick leave pool.

3. Use

A Cooperative Review Board, consisting of one member of the Board of Education, the Superintendent, two members of the Teachers' Association (one elementary and one high school teacher) and a mutually agreed upon fifth person, will determine the eligibility of the teacher for use of the sick leave pool with reference to the following criteria:

- a. To be eligible for the sick leave pool:
 - 1. The teacher must have exhausted his/her sick leave.
 - 2. The teacher must meet with the Cooperative Review Board if necessary, at their convenience, to determine whether such application will be approved.
 - 3. The teacher must apply in writing to the Cooperative Review Board for the use of the reserve sick days.
- b. The Cooperative Review Board may grant, as a maximum, the following benefits to members eligible to participate.

After 3 years of service.....	30 days
After 4 years of service.....	50 days
After 5 years of service.....	75 days
After 6 years of service.....	105 days
After 7 years of service.....	140 days
More than 7 years of service.....	180 days
- c. The teacher making request for use of the sick leave pool shall submit such information as the Cooperative Review Board shall request. The decision of the Cooperative Review Board will be rendered in writing;

Article XI.H.2.c is hereby amended to read as follows:

The initial donation will be three days. To remain a member each teacher shall donate 2 days per year. Beginning in the 2000/2001 school year, teachers who have contributed to the sick leave pool for the past five (5) consecutive years will be exempt from contribution. In the event that the sick pool falls below the level of four hundred (400) days total, this exemption will be temporarily suspended until such time that the sick leave pool is again at the one thousand (1,000) days total level.

one copy sent to the teacher, one copy going in the teacher's file, and a third copy to be kept on file in the office of the Clerk of the Board.

1. The decision of the Cooperative Review Board shall be final and binding and is not grievable.
 - d. The teacher who has participated in the sick leave pool and has used the maximum for which he/she is eligible, may continue to draw benefits from the sick leave pool under extenuating circumstances upon recommendation of the Cooperative Review Board and the approval of the Board of Education.
 - e. All sick days donated will be donated by members of the sick leave pool only.
4. Restrictions
- a. The sick leave pool shall not be available for use in case of family illness, or if more than fifty percent of the accumulated sick leave has been exhausted for family illness.
 - b. Until such time as a teacher elects to join the sick leave pool, should he/she become ill, he/she will not be eligible to draw from the sick leave pool.
5. Miscellaneous Provisions
- a. In the event that the number of sick days in the sick leave pool falls below 100 days, each participating teacher will donate one extra day.
 - b. When an individual has drawn the maximum entitlement from the sick leave pool and returns to duty, the individual would be eligible to draw again from the sick leave pool as though he/she were a fourth year teacher.

ARTICLE XII

ASSOCIATION CONFERENCES

Teachers who are designated by the Association to attend conferences of the New York State United Teachers or the American Federation of Teachers shall be granted such leave as is necessary in order to discharge their obligations as delegates to such conferences. Such leave shall not be charged against sick leave. The above is not intended for purposes of negotiations or grievance workshops. The Association President shall notify the Superintendent as least ten (10) days prior to such leave. The notice shall state the names of the teachers who are designated by the Association to attend the conference. No more than two teachers may take Association conference leave on any given day; however, the District shall pay the salary of one teacher only.

ARTICLE XIII

PROFESSIONAL CONFERENCES

Teachers may be excused to attend educational visitations, conferences, trips or meetings without loss of salary or charge against sick leave, provided that the principal approves such absences in advance.

Educational visitations, conferences, trips or meetings for which teachers accept reimbursement for necessary expenses must be approved in advance. Requests for reimbursement for transportation by personal automobile will be made at the current Federal rate.

Also, a report shall be made in writing to the Administration following the conference. An oral report shall be made to all members of that department within a reasonable period after the teacher returns to the classroom.

- a. Each teacher limited to one (1) major conference per year.
- b. Registration fee is reimbursable.
- c. Food not over \$20.00 per day except at official banquets or luncheons.
- d. Lodging at conference rate.
- e. Board of Education reserves the right to limit number of vehicles reimbursed.
- f. Local conferences such as Northern Zone Meeting, North Country Study Council, etc., would not be reimbursable.

ARTICLE IV

DUES DEDUCTION

- A. The Board of Education of the Heuvelton Central School agrees to deduct from salaries of the employees, dues for the Heuvelton Central School Teachers' Association which shall be affiliated with the State and National Associations as said teachers individually and voluntarily authorize the Board to deduct and to transmit the monies promptly to the local Association Treasurer. Teacher authorizations shall be in writing in the form set forth following this Article. The authorizations shall remain in effect until the teacher notifies the business office to the contrary.
- B. The Association named in Section A above shall certify to the Board in writing the current rate of its membership dues. Any change in dues will be related to the Board thirty (30) days prior to the effective date of the change.

- C. Deductions referred to in Section A above shall be made in the following manner:

The total annual membership dues for the designated professional association certified as mentioned above, shall be deducted in equal installments from each check beginning with the second pay period in September. No later than two weeks prior to the second pay period in September, the Association shall:

1. Provide the Board with a list and the original signed dues authorization cards of those employees who have voluntarily authorized the Board to deduct dues for the Association named in Section A above, and forward at the same time to the local Association Treasurer handling respective Association dues a list of the members and their addresses who have elected payroll deduction for Association dues.

- D. The Board of Education shall, following each pay period for which dues deduction is made, transmit the amount of deduction to the Heuvelton Central School Teachers' Association Treasurer.

- E. Whereas, the Heuvelton Teachers' Association is the sole bargaining agent for all teachers hired at the Heuvelton Central School and whereas benefits both personal and educational are afforded such teachers, it is expected that all teachers will be active, dues paying members of the Heuvelton Teachers' Association and its affiliates.

However, if a teacher, for personal reasons, chooses not to be an active, dues paying member, he/she shall pay an agency fee in an amount equal to the dues paid by and active, dues paying member.

Such fee shall be subject to the same procedure of payroll deduction as dues except that the employee's signature will not be required for agency fee payroll deduction.

Nonmembers may petition the President of the Heuvelton Teachers' Unit and the Treasurer if he/she feel that his/her dues have been used for activities of a political or ideological nature to which he/she does not wish to contribute.

DESIGNATION AND PAYROLL DEDUCTION AUTHORIZATION

PLEASE PRINT

_____	_____	_____
Last Name	First Name	Initial

School Building		

Address		

TO: BOARD OF EDUCATION OF HEUVELTON CENTRAL SCHOOL

I hereby authorize you, according to arrangements agreed upon by the Heuvelton Central School Teachers' Association as my representative for the purpose of collective negotiations, to deduct from my salary and transmit to the Treasurer of the Heuvelton Teachers' Association, claim to said monies so deducted and transmitted in accordance with authorization and relieve the Board of Education and all its officers from any liability therefore. I revoke any and all instruments heretofore made by me for such purposes. This authority shall remain in full force and effect for all purposes while I am employed in this school system or until revoked by me in writing between September 1 and September 15 of any given year.

Dues for Heuvelton Teachers' Association as affiliated with the State and National Associations:
\$ _____

Employee's Signature

Date

ARTICLE XV
PAYROLL POLICY

Payroll checks will be distributed every other week beginning with the second Friday past Labor Day in September. In instances where the normal pay day falls during a week's vacation, teachers will have the option of picking up the check on Friday or having it mailed.

All teachers will be paid on a ten month basis and will have the option of having one twenty-fourth of each check withheld to be paid to said teacher on the last pay day in June. Teachers electing the option must do so on forms provided by the Business Office at least five (5) days prior to the first scheduled pay day in September.

The final pay check in June will be given after all required reports and other pertinent data have been received into the offices of the Superintendent or Building Administrator and meet with their approval.

ARTICLE XVI
EXTRA-CURRICULAR ACTIVITIES

- A. Assignment to extra-curricular duties will be continued on the same equitable basis of distribution as in the past. See ARTICLE XVI (C) for pay scale.
- B. The School District agrees to hold teachers harmless from any financial loss, including reasonable attorneys' fees arising out of any claim, demand, suit, criminal prosecution or judgment by reason of any act or omission to act by such teachers, provided that the teacher, at the time of the act or omission complained of, was acting in the discharge of his/her duties within the scope of his/her employment or under the direction of the School District. This shall include financial loss resulting to a teacher from taking students on trips authorized by the Administration and the Board of Education of the School District, provided the teacher was acting in the discharge of his/her duties within the scope of his/her employment.

C. Pay scale for extra-curricular activities as follows:

1. Advisors:	1995/1996	1996/1997
a. Senior Class (two Advisors)	\$1700	\$1800
b. Junior Class (two Advisors)	1300	1400
c. Sophomore Class	500	600
d. Freshmen Class	400	500
e. School Newspaper (five issues per year)	650	700
f. Cheerleading	Same as J.V. Basketball, Step 1	
g. Yearbook	2250	2350
h. High School Play or Musical (per production based on Board approval)	1200	1300
i. Chaperoning Basketball Games (home game)	15	15
(away game)	20	20

2. Summer Programs:

a. Summer Music	Four Weeks Salary
b. Summer Ag	Four Weeks Salary

3. Athletics:

1-2 years	3-4 years	5-6 years	7-8 years	9-10 years	11-12 years	13-14 years
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EFFECTIVE 7/1/95

Soccer

Boys & Girls V	1500	1700	1900	2100	2400	2600	2800
Boys & Girls M	1125	1225	1325	1425	1525	1625	1725

Basketball

Boys & Girls V	2000	2200	2400	2600	2800	3000	3200
Boys & Girls JV	1600	1700	1800	1900	2000	2100	2200
Boys & Girls 7-8	1125	1225	1325	1425	1525	1625	1725
Boys & Girls 5-6	650	750	850	950	1050	1150	1250

Baseball & Softball

Boys & Girls V	1500	1700	1900	2100	2400	2600	2800
Boys & Girls M	1125	1225	1325	1425	1525	1625	1725

EFFECTIVE 7/1/96

Soccer

Boys & Girls V	1600	1800	2000	2200	2500	2700	2900
Boys & Girls M	1200	1300	1400	1500	1600	1700	1800

Basketball

Boys & Girls V	2100	2300	2500	2700	2900	3100	3300
Boys & Girls JV	1700	1800	1900	2000	2100	2200	2300
Boys & Girls 7-8	1200	1300	1400	1500	1600	1700	1800
Boys & Girls 5-6	700	800	900	1000	1100	1200	1300

Baseball & Softball

Boys & Girls V	1600	1800	2000	2200	2500	2700	2900
Boys & Girls M	1200	1300	1400	1500	1600	1700	1800

C. Pay Scale for extra-curricular activities as follows:

1. Advisor:	1998/1999	1999/2000
a. Senior Class (two advisors)	\$1,900	\$2,000
b. Junior Class (two advisors)	\$1,400	\$1,500
c. Sophomore Class	\$800	\$700
d. Freshman Class	\$500	\$600
e. School Newspaper- (five issues per year)	\$750	\$800
f. Cheerleading	Same as J.V. Basketball, Step 1.	
g. Yearbook	\$2,350	\$2,450
h. Jazz Band	\$2,350	\$2,450
i. High School Play or Musical (per production based on board approval)	\$1,300	\$1,400
j. Chaperoning Basketball Games		
(home game)	\$20	\$25
(away game)	\$25	\$30

2. Summer Programs:

a. Summer Music	Four Weeks Salary
b. Summer Ag.	Four Weeks Salary

3. Athletics:

	1-2 years	3-4 years	5-6 years	7-8 years	9-10 years	11-12 years	13-14 years	15-16 years	17-18 years	19-20 years
EFFECTIVE 7/1/98										
Soccer										
B&G Varsity	\$1,800	\$2,000	\$2,200	\$2,400	\$2,700	\$2,900	\$3,100	\$3,400	\$3,600	
B&G Modified	\$1,400	\$1,500	\$1,600	\$1,700	\$1,800	\$1,900	\$2,000	\$2,200	\$2,300	
Basketball										
B&G Varsity	\$2,300	\$2,500	\$2,700	\$2,900	\$3,100	\$3,300	\$3,500	\$3,800	\$4,000	
B&G Jr. Varsity,	\$1,900	\$2,000	\$2,100	\$2,200	\$2,300	\$2,400	\$2,500	\$2,700	\$2,800	
B&G Modified	\$1,400	\$1,500	\$1,600	\$1,700	\$1,800	\$1,900	\$2,000	\$2,200	\$2,300	
B&G 5-6	\$900	\$1,000	\$1,000	\$1,200	\$1,200	\$1,200	\$1,200	\$1,200	\$1,200	
Baseball & Softball										
B&G Varsity	\$1,800	\$2,000	\$2,200	\$2,400	\$2,700	\$2,900	\$3,100	\$3,400	\$3,600	
B&G Modified	\$1,400	\$1,500	\$1,600	\$1,700	\$1,800	\$1,900	\$2,000	\$2,200	\$2,300	
EFFECTIVE 7/1/99										
Soccer										
B&G Varsity	\$1,900	\$2,100	\$2,300	\$2,500	\$2,800	\$3,000	\$3,200	\$3,400	\$3,600	\$3,800
B&G Modified	\$1,500	\$1,600	\$1,700	\$1,800	\$1,900	\$2,000	\$2,100	\$2,200	\$2,300	\$2,400
Basketball										
B&G Varsity	\$2,400	\$2,600	\$2,800	\$3,000	\$3,200	\$3,400	\$3,600	\$3,800	\$4,000	\$4,200
B&G Jr. Varsity	\$2,000	\$2,100	\$2,200	\$2,300	\$2,400	\$2,500	\$2,600	\$2,700	\$2,800	\$2,900
B&G Modified	\$1,500	\$1,600	\$1,700	\$1,800	\$1,900	\$2,000	\$2,100	\$2,200	\$2,300	\$2,400
B&G 5-6	\$900	\$1,000	\$1,000	\$1,200	\$1,200	\$1,200	\$1,200	\$1,200	\$1,200	\$1,200
Baseball & Softball										
B&G Varsity	\$1,900	\$2,100	\$2,300	\$2,500	\$2,800	\$3,000	\$3,200	\$3,400	\$3,600	\$3,800
B&G Modified	\$1,500	\$1,600	\$1,700	\$1,800	\$1,900	\$2,000	\$2,100	\$2,200	\$2,300	\$2,400
EFFECTIVE 7/1/00										
Soccer										
B&G Varsity	\$2,000	\$2,200	\$2,400	\$2,600	\$2,900	\$3,100	\$3,300	\$3,400	\$3,600	\$3,800
B&G Modified	\$1,600	\$1,700	\$1,800	\$1,900	\$2,000	\$2,100	\$2,200	\$2,200	\$2,300	\$2,400
Basketball										
B&G Varsity	\$2,500	\$2,700	\$2,900	\$3,100	\$3,300	\$3,500	\$3,700	\$3,800	\$4,000	\$4,200
B&G Jr. Varsity	\$2,100	\$2,200	\$2,300	\$2,400	\$2,500	\$2,600	\$2,700	\$2,700	\$2,800	\$2,900
B&G Modified	\$1,600	\$1,700	\$1,800	\$1,900	\$2,000	\$2,100	\$2,200	\$2,200	\$2,300	\$2,400
B&G 5-6	\$900	\$1,000	\$1,000	\$1,200	\$1,200	\$1,200	\$1,200	\$1,200	\$1,200	\$1,200
Baseball & Softball										
B&G Varsity	\$2,000	\$2,200	\$2,400	\$2,600	\$2,900	\$3,100	\$3,300	\$3,400	\$3,600	\$3,800
B&G Modified	\$1,600	\$1,700	\$1,800	\$1,900	\$2,000	\$2,100	\$2,200	\$2,200	\$2,300	\$2,400

15 b.

C. Pay Scale for extra-curricular activities as follows:

1. Advisor:	2000/2001	2001/2002	2002/2003
a. Senior Class (two advisors)	\$2,100	\$2,200	\$2,300
b. Junior Class (two advisors)	\$1,800	\$1,700	\$1,800
c. Sophomore Class	\$750	\$850	\$900
d. Freshman Class	\$850	\$750	\$800
e. School Newspaper- (five issues per year)	\$850	\$800	\$850
f. Cheerleading	Same as J.V. Basketball, Step 1.		
g. Yearbook	\$2,500	\$2,550	\$2,600
h. Jazz Band	\$2,500	\$2,550	\$2,600
i. High School Play or Musical (per production based on board approval)	\$1,450	\$1,500	\$1,550
j. Chaperoning Basketball Games*			
(home game)	\$25	\$25	\$25
(away game)	\$30	\$30	\$30
* this amount will be doubled for any individual who supervises at least 70% of those games occurring at home in a particular level in a particular season.			
k. Junior Varsity and Varsity Basketball Scorebook Keeper, Clock Keeper*			
(home game-both games)	\$25	\$25	\$25
(away game-both games)	\$30	\$30	\$30
* this amount will be doubled for any individual who keeps the scorebook or clock for at least 70% of those games occurring at home and away in a particular season.			
l. Whiz Quiz	\$800	\$650	\$700
m. Student Council	\$850	\$900	\$950
n. Honor Society	\$850	\$800	\$850
o. French Club	\$800	\$850	\$700
p. Latin Club	\$800	\$650	\$700
q. Art Club	\$800	\$850	\$700
r. Mock Trial (two advisors)	\$1,200	\$1,300	\$1,400

2. Summer Programs:

a. Summer Music	Four Weeks Salary
b. Summer Ag.	Four Weeks Salary

3. Athletics:

	1-2 years	3-4 years	5-6 years	7-8 years	9-10 years	11-12 years	13-14 years	15-16 years	17-18 years	19-20 years
EFFECTIVE 7/1/00										
Soccer										
B&G Varsity	\$2,000	\$2,200	\$2,400	\$2,600	\$2,800	\$3,100	\$3,300	\$3,400	\$3,600	\$3,800
B&G Modified	\$1,800	\$1,700	\$1,800	\$1,900	\$2,000	\$2,100	\$2,200	\$2,200	\$2,300	\$2,400
Basketball										
B&G Varsity	\$2,500	\$2,700	\$2,900	\$3,100	\$3,300	\$3,500	\$3,700	\$3,800	\$4,000	\$4,200
B&G Jr. Varsity	\$2,100	\$2,200	\$2,300	\$2,400	\$2,500	\$2,600	\$2,700	\$2,700	\$2,800	\$2,900
B&G Modified	\$1,800	\$1,700	\$1,800	\$1,900	\$2,000	\$2,100	\$2,200	\$2,200	\$2,300	\$2,400
B&G 5-6	\$900	\$1,000	\$1,000	\$1,200	\$1,200	\$1,200	\$1,200	\$1,200	\$1,200	\$1,200
Baseball & Softball										
B&G Varsity	\$2,000	\$2,200	\$2,400	\$2,600	\$2,800	\$3,100	\$3,300	\$3,400	\$3,600	\$3,800
B&G Modified	\$1,800	\$1,700	\$1,800	\$1,900	\$2,000	\$2,100	\$2,200	\$2,200	\$2,300	\$2,400
Lacrosse										
Varsity	\$2,000	\$2,200	\$2,400	\$2,600	\$2,800	\$3,100	\$3,300	\$3,400	\$3,600	\$3,800
Modified	\$1,800	\$1,700	\$1,800	\$1,900	\$2,000	\$2,100	\$2,200	\$2,200	\$2,300	\$2,400
Golf	\$2,000	\$2,200	\$2,400	\$2,600	\$2,800	\$3,100	\$3,300	\$3,400	\$3,600	\$3,800

C. Pay Scale for extra-curricular activities as follows:

1. Advisor: 2003/2004
 - a. Senior Class (two advisors) \$2,392
 - b. Junior Class (two advisors) \$1,872
 - c. Sophomore Class \$936
 - d. Freshman Class \$832
 - e. School Newspaper-
(five issues per year) \$988
 - f. Cheerleading Same as J.V. Basketball, Step 1.
 - g. Yearbook \$2,704
 - h. Jazz Band \$2,704
 - i. High School Play or Musical \$1,612
(per production based on board approval)
 - j. Chaperoning Basketball Games*
 - (home game) \$26
 - (away game) \$31

* this amount will be doubled for any individual who supervises at least 70% of those games occurring at home in a particular level in a particular season.
 - k. Junior Varsity and Varsity Basketball Scorebook Keeper, Clock Keeper*
 - (home game-both games) \$26
 - (away game-both games) \$31

* this amount will be doubled for any individual who keeps the scorebook or clock for at least 70% of those games occurring at home and away in a particular season.
 - l. Whiz Quiz \$728
 - m. Student Council \$988
 - n. Honor Society \$988
 - o. French Club \$728
 - p. Latin Club \$728
 - q. Art Club \$728
 - r. Mock Trial (two advisors) \$1,449
 - s. Select Chorus \$2,704
 - t. Web Page Advisor \$728
 - u. Chess Club \$728
 - v. Math Club \$728
 - w. Marching Band (twirlers, color party) \$2,704

2. Summer Programs:

- a. Summer Music Four Weeks Salary
- b. Summer Ag. Four Weeks Salary

3. Athletics:

	1-2 years	3-4 years	5-6 years	7-8 years	9-10 years	11-12 years	13-14 years	15-16 years	17-18 years	19-20 years
EFFECTIVE 7/1/03										
Soccer										
B&G Varsity	\$2,080	\$2,288	\$2,496	\$2,704	\$3,016	\$3,224	\$3,432	\$3,536	\$3,744	\$3,952
B&G Modified	\$1,664	\$1,768	\$1,872	\$1,976	\$2,080	\$2,184	\$2,288	\$2,288	\$2,392	\$2,496
Basketball										
B&G Varsity	\$2,600	\$2,808	\$3,016	\$3,224	\$3,432	\$3,640	\$3,848	\$3,952	\$4,160	\$4,368
B&G Jr. Varsity	\$2,184	\$2,288	\$2,392	\$2,496	\$2,600	\$2,704	\$2,808	\$2,808	\$2,912	\$3,016
B&G Modified	\$1,664	\$1,768	\$1,872	\$1,976	\$2,080	\$2,184	\$2,288	\$2,288	\$2,392	\$2,496
B&G 5-6	\$936	\$1,040	\$1,040	\$1,248	\$1,248	\$1,248	\$1,248	\$1,248	\$1,248	\$1,248
Baseball & Softball										
B&G Varsity	\$2,080	\$2,288	\$2,496	\$2,704	\$3,016	\$3,224	\$3,432	\$3,536	\$3,744	\$3,952
B&G Modified	\$1,664	\$1,768	\$1,872	\$1,976	\$2,080	\$2,184	\$2,288	\$2,288	\$2,392	\$2,496
Lacrosse										
Varsity	\$2,080	\$2,288	\$2,496	\$2,704	\$3,016	\$3,224	\$3,432	\$3,536	\$3,744	\$3,952
Modified	\$1,664	\$1,768	\$1,872	\$1,976	\$2,080	\$2,184	\$2,288	\$2,288	\$2,392	\$2,496
Golf										
	\$2,080	\$2,288	\$2,496	\$2,704	\$3,016	\$3,224	\$3,432	\$3,536	\$3,744	\$3,952

4. In the event of the creation of a new extra-curricular activity by the District, both parties will collectively bargain the terms and conditions of the position.

In the event a bargaining unit member proposes the creation of a new extra-curricular activity, the member will first review the proposal with the Building Principal. If the Building Principal concurs in the establishment of the activity, the proposal will be sent to the Board of Education for formal action.

If the Board approves the activity, during the first year of the activity's existence the advisor shall keep records of the number of students participating and the number of meetings held, and shall also develop specific objectives for the on-going activity.

At the conclusion of the school year, if the activity has proven satisfactory, the Association and the District will collectively bargain the appropriate pay rate. Upon approval by the Board of Education, payment will be made retroactively for the first year of its existence and the activity will be added to the collective bargaining agreement. No retroactive payment will be made if the position is not approved by the Board.

- D. The Administration and Board of Education have the right to require any physical education teacher hired after June 1989 to coach sports.

ARTICLE XVII

TAX SHELTER ANNUITIES

Teachers may participate in tax shelter annuities programs. The cost of administering the program, if any shall be borne by the Board.

ARTICLE XVIII

IN-SERVICE COURSES

The Board and the Teachers' Association recognize that the changing curriculum requires an updating of teaching content and procedures. Therefore, the Board will provide opportunity and finance for in-service courses. Such courses shall be mutually agreed upon by both the Administration and the H.T.A. In-Service Committee. All teachers in the particular area shall participate in the in-service course, unless there are extenuating circumstances approved by the Administration and the teacher involved.

ARTICLE XIX

SCHOOL CALENDAR

Each year representatives of the Association will meet with the Superintendent to recommend a school calendar to the Board of Cooperative Services for their consideration.

ARTICLE XX

MISCELLANEOUS PROVISIONS

The Agreement, and all of the terms and conditions herein set forth, shall remain in effect until altered, amended or changed by mutual agreement in writing by and between the Board of the Heuvelton Central School and the Heuvelton Teachers' Association or until superseded by a successor agreement.

ARTICLE XXI

GRIEVANCE PROCEDURE

A. Purpose

The purpose of this grievance procedure shall be to settle equitably and informally, if possible at the lowest possible administrative level, disputes which may arise from time to time with respect to specific claims of violation, misapplication or misinterpretation of the terms of this Agreement.

B. Definition of a Grievance

1. A grievance is a complaint by a teacher or a group of teachers based upon an alleged violation or a variation from the provisions of this Agreement or the interpretation and application thereof.
2. Management grievance: It is recognized by the Heuvelton Teachers' Association that the Board and/or Administration may utilize the afore-defined grievance procedure in the following prescribed manner in instances of alleged violations of terms of this contract by the Heuvelton Teachers' Association and/or official representatives.

The District may utilize the following procedure upon an alleged violation of this Agreement by the Association and/or its officer acting in their capacity:

1. The District may within ten (10) working days of the date of a grievable situation present a grievance in writing to the Association President. Within ten (10) days a meeting shall be arranged between the District and officials of the Association. Witnesses to both sides of the dispute and witnesses to discuss the grievance with the Association shall reply in writing to the grievance within ten (10) working days. If there is no satisfactory solution to the complaint of the District, the District may process the grievance in accordance with the grievance procedure, beginning at Step 5.

C. Steps in Resolving a Grievance

1. The teacher will attempt to settle an alleged grievance with his/her immediate supervisor through discussion.
2. In the event that Step 1 is unsuccessful in resolving the grievance the teacher may file a written grievance on a form supplied by the Heuvelton Central School Teachers' (local) Association. The form shall be filed on three copies as follows: One (1) copy for the teacher, one (1) copy for the local Association and one (1) copy for the immediate supervisor. A written grievance shall be filed as soon as possible but in no event later than twenty (20)

teaching days after the occurrence of the fact giving rise to the grievance or notice of such facts to the teacher, whichever is later. Within three (3) teaching days following the filing of a written grievance, a meeting shall take place between the immediate supervisor, the aggrieved teacher, and the local Association representative to attempt to resolve the grievance.

3. In the event that Step II is unsuccessful in resolving the grievance, the local Association may file a written grievance to the Superintendent within the ten (10) teaching days after the failure of Step II. The Superintendent shall render a decision in writing to teacher and Association within five (5) teaching days following the conclusion of the decision.
4. In the event that Step III is unsuccessful, the local Association will file an appeal in writing to the Board of Education within ten (10) teaching days of receiving a decision of Step III. Within ten (10) teaching days after receipt of an appeal, the Board of Education shall hold a hearing on the grievance. Within five (5) teaching days after the conclusion of the hearing, the Board of Education shall render a decision in writing on the grievance.
5. Binding Arbitration

In the event the grievance is not satisfactorily settled at the conclusion of Step IV the grievant may, within fifteen (15) days, request a grievance be submitted to binding arbitration. The arbitrator's decision(s) shall be binding on the parties involved.

Within fifteen (15) school days, after such written notice of submission to arbitration, the Board of Education and the Association will agree upon a mutually acceptable arbitrator, and will obtain a commitment from said arbitrator to serve. If the parties are unable to agree upon an arbitrator or to obtain such a commitment within the specified period a request for a list of arbitrators will be made to the American Arbitration Association in the selection of an arbitrator.

The selected arbitrator will hear the matter promptly and will issue his/her decision no later than fifteen (15) calendar days from the date of the close of the hearing, or if oral hearings have been waived, then from the date the final statements and proofs are submitted to him/her. The arbitrator's decision will be in writing and will set forth findings in fact, reasoning and conclusions on the issues.

The arbitrator shall have no power or authority to make any decision which would require the commission of an act prohibited by law or which is violative of the terms of this Agreement. The arbitrator shall have no power or authority to

make any decision other than to grievances based upon specific items contained in the negotiated Agreement. His/Her authority shall be strictly limited to decisions based on the interpretation of the terms of the negotiated Agreement.

The cost for the services of the arbitrator, including expenses, if any, will be borne equally by both parties.

GRIEVANCE FORM

Date _____

Employee Name _____

Subject or Grade _____

Nature of Grievance _____

Settlement Desired _____

Signed _____ Signed _____
Employee Per the Association

Superintendent's Reply _____

Date _____ Signed _____
Superintendent

Fill out in triplicate

- 1) Supervisor
- 2) Local Association
- 3) Employee's Copy

ARTICLE XXII

PROMOTIONS

Faculty members of the Heuvelton Central School having the professional certification will be given first notification of all available professional positions in the school system. Positions should be announced to the faculty as they become available.

ARTICLE XXIII

PROFESSIONAL STUDY COMMITTEES

- A. By mutual consent, joint professional study committees may be established as required, to be composed of members selected by the Board, Administration and the Association.
- B. The purpose of such committees shall be to investigate areas and topics related to improvement in growth of education in Heuvelton and recommendations made by such committees shall be considered by the board in making its decisions in such matters. An agenda will be presented to each committee five (5) days prior to the meeting.
- C. Necessary clerical expenses of such committees shall be borne by the District.

ARTICLE XXIV

PERSONAL INJURY BENEFITS

When a teacher is absent from school as a result of personal injury caused by an accident or an assault arising out of and in the course of his/her employment, full salary (less the amount of Worker's Compensation award made for temporary disability due to said injury) shall be paid for the period of such absence, and no part of such absence shall be charged to his/her annual accumulated sick leave. Payments would be limited to disability period established by Worker's Compensation not to exceed six (6) weeks. The Board reserves the right to require a teacher to sign a notarized statement validating that the accident or assault was job related.

ARTICLE XXV

SALARY

Salary schedule for 1995-1997 – See next pages (21a&b)

Salary reopener for 1997 - 98, 1998 - 99 and 1999 – 2000 school years.

SALARY SCHEDULE
1995-1996 SCHOOL YEAR

STEP	A-1 BS	A-2 BS+15	A-3 BS+30	B MA	B-1 MA+15 BS+45	B-2 MA+30 BS+60	B-3 MA+45 BS+75	B-4 MA+60 BS+90
1	27061	27625	28189	28527	29091	29654	30218	30782
2	27851	28414	28978	29316	29880	30444	31008	31572
3	28640	29204	29767	30106	30669	31233	31797	32361
4	29429	29993	30557	30895	31459	32023	32586	33150
5	30218	30782	31346	31684	32248	32812	33376	33939
6	31008	31572	32135	32474	33037	33601	34165	34729
7	31797	32361	32925	33263	33827	34390	34954	35518
8	32586	33150	33714	34052	34616	35180	35743	36307
9	33376	33939	34503	34841	35405	35969	36533	37097
10	34165	34729	35292	35631	36195	36758	37322	37886
11	34954	35518	36082	36420	36984	37548	38111	38675
12	35743	36307	36871	37209	37773	38337	38901	39464
13	36533	37097	37660	37999	38562	39126	39690	40254
14	37322	37886	38450	38788	39352	39915	40479	41043
15	38337	38901	39464	39803	40366	40930	41494	42058
16	39352	39915	40479	40817	41381	41945	42509	43073
17	40141	40705	41269	41607	42171	42734	43298	43862
18	40930	41494	42058	42396	42960	43524	44087	44651
19	41720	42283	42847	43185	43749	44313	44877	45440
20	42509	43073	43636	43975	44538	45102	45666	46230
21	43298	43862	44426	44764	45328	45891	46455	47019
22	44087	44651	45215	45553	46117	46681	47245	47808
23	44877	45440	46004	46343	46906	47470	48034	48598
24	45666	46230	46794	47132	47696	48259	48823	49387
25	46681	47245	47808	48147	48710	49274	49838	50402
26	46906	47470	48034	48372	48936	49500	50063	50627
27	48485	49049	49612	49951	50514	51078	51642	52206

SALARY SCHEDULE
1996-1997 SCHOOL YEAR

STEP	A-1 BS	A-2 BS+15	A-3 BS+30	B MA	B-1 MA+15 BS+45	B-2 MA+30 BS+60	B-3 MA+45 BS+75	B-4 MA+60 BS+90
1	27126	27708	28290	28639	29221	29804	30386	30968
2	27941	28523	29105	29454	30036	30618	31200	31782
3	28756	29338	29920	30269	30851	31433	32016	32598
4	29571	30153	30735	31084	31666	32248	32830	33413
5	30386	30968	31550	31899	32481	33063	33645	34227
6	31201	31783	32365	32714	33296	33878	34460	35042
7	32016	32598	33180	33529	34111	34693	35275	35857
8	32830	33413	33995	34344	34926	35508	36090	36672
9	33645	34227	34810	35159	35741	36323	36905	37487
10	34460	35042	35625	35974	36556	37138	37720	38302
11	35275	35857	36439	36789	37371	37953	38535	39117
12	36090	36672	37254	37604	38186	38768	39350	39932
13	36905	37487	38069	38419	39001	39583	40165	40747
14	37720	38302	38884	39234	39816	40398	40980	41562
15	38535	39117	39699	40048	40631	41213	41795	42377
16	39583	40165	40747	41096	41678	42260	42843	43425
17	40631	41213	41795	42144	42726	43308	43890	44472
18	41446	42028	42610	42959	43541	44123	44705	45287
19	42260	42843	43425	43774	44356	44938	45520	46102
20	43075	43658	44240	44589	45171	45753	46335	46917
21	43890	44472	45055	45404	45986	46568	47150	47732
22	44705	45287	45870	46219	46801	47383	47965	48547
23	45520	46102	46684	47034	47616	48198	48780	49362
24	46335	46917	47499	47849	48431	49013	49595	50177
25	47150	47732	48314	48664	49246	49828	50410	50992
26	48198	48780	49362	49711	50293	50876	51458	52040
27	48431	49013	49595	49944	50526	51108	51691	52273
28	50061	50643	51225	51574	52156	52738	53320	53902

SALARY SCHEDULE
1997-1998 SCHOOL YEAR

	A-1 BS	A-2 BS+15	A-3 BS+30	B MA	B-1 MA+15 BS+45	B-2 MA+30 BS+60	B-3 MA+45 BS+75	B-4 MA+60 BS+90
STEP								
1	27252	27834	28416	28816	29398	29980	30562	31144
2	28067	28649	29231	29631	30213	30795	31377	31959
3	28882	29464	30046	30446	31028	31610	32192	32774
4	29697	30279	30861	31261	31843	32425	33007	33589
5	30512	31094	31676	32076	32658	33240	33822	34404
6	31327	31909	32491	32891	33473	34055	34637	35219
7	32142	32724	33306	33706	34288	34870	35452	36034
8	32957	33539	34121	34521	35103	35685	36267	36849
9	33772	34354	34936	35336	35918	36500	37082	37664
10	34587	35169	35751	36151	36733	37315	37897	38479
11	35402	35984	36566	36966	37548	38130	38712	39294
12	36217	36799	37381	37781	38363	38945	39527	40109
13	37032	37614	38196	38596	39178	39760	40342	40924
14	37847	38429	39011	39411	40093	40675	41257	41839
15	38662	39244	39826	40226	40808	41390	41972	42554
16	39477	40059	40641	41041	41623	42205	42787	43369
17	40292	40874	41456	41856	42438	43020	43602	44184
18	41107	41689	42271	42671	43253	43835	44417	45099
19	41922	42504	43086	43486	44068	44650	45232	45814
20	42737	43319	43901	44301	44883	45465	46047	46629
21	43552	44134	44716	45116	45698	46280	46862	47444
22	44367	44949	45531	45931	46513	47095	47677	48259
23	45182	45764	46346	46746	47328	47910	48492	49074
24	45997	46579	47161	47561	48143	48725	49307	49889
25	46812	47394	47976	48376	48958	49540	50122	50704
26	47627	48209	48791	49191	49773	50355	50937	51519
27	48442	49024	49606	50006	50588	51170	51752	52334
28	49257	49839	50421	50821	51403	51985	52567	53149

21 c.

SALARY SCHEDULE
1998-1999 SCHOOL YEAR

	A-1 BS	A-2 BS+15	A-3 BS+30	B MA	B-1 MA+15 BS+45	B-2 MA+30 BS+60	B-3 MA+45 BS+75	B-4 MA+60 BS+90
STEP								
1	28200	28782	29364	29764	30346	30928	31510	32092
2	28900	29482	30034	30464	31046	31628	32210	32792
3	29600	30182	30764	31164	31746	32328	32910	33492
4	30300	30882	31464	31864	32446	33028	33610	34192
5	31000	31582	32164	32564	33146	33728	34310	34892
6	31710	32292	32874	33274	33856	34438	35020	35602
7	32420	33002	33584	33984	34566	35148	35730	36312
8	33130	33712	34294	34694	35276	35858	36440	37022
9	33840	34422	35004	35404	35986	36568	37150	37732
10	34590	35172	35754	36154	36736	37318	37900	38482
11	35415	35997	36579	36979	37561	38143	38725	39307
12	36240	36822	37404	37804	38386	38968	39550	40132
13	37065	37647	38229	38629	39211	39793	40375	40957
14	37890	38540	39190	39590	40240	40890	41540	42190
15	38765	39415	40065	40465	41115	41765	42415	43065
16	39765	40415	41065	41465	42115	42765	43415	44065
17	40765	41415	42065	42465	43115	43765	44415	45065
18	41690	42340	42990	43390	44040	44690	45340	45990
19	42590	43240	43890	44290	44940	45590	46240	46890
20	43490	44190	44890	45290	45990	46690	47390	48090
21	44390	45090	45790	46190	46890	47590	48290	48990
22	45290	45990	46690	47090	47790	48590	49190	49890
23	46190	46890	47590	47990	48690	49390	50090	50790
24	47065	47765	48465	48865	49565	50265	50965	51665
25	47965	48665	49365	49765	50465	51165	51865	52565
26	48865	49565	50265	50665	51365	52065	52765	53465
27	50265	50965	51665	52065	52765	53465	54165	54865
28	52115	52815	53515	53915	54615	55315	56015	56715

21 d.

SALARY SCHEDULE
1999-2000 SCHOOL YEAR

STEP	A-1 BS	A-2 BS+15	A-3 BS+30	B MA	B-1 MA+15 BS+45	B-2 MA+30 BS+60	B-3 MA+45 BS+75	B-4 MA+60 BS+90
1	29200	29782	30364	30764	31346	31928	32510	33092
2	29850	30432	31014	31414	31996	32578	33160	33742
3	30500	31082	31664	32064	32646	33228	33810	34392
4	31150	31732	32314	32714	33296	33878	34460	35042
5	31800	32382	32964	33364	33946	34528	35110	35692
6	32450	33032	33614	34014	34596	35178	35760	36342
7	33100	33682	34264	34664	35246	35828	36410	36992
8	33750	34332	34914	35314	35896	36478	37060	37642
9	34400	34982	35564	35964	36546	37128	37710	38292
10	35050	35632	36214	36614	37196	37778	38360	38942
11	35700	36282	36864	37264	37846	38428	39010	39592
12	36350	36932	37514	37914	38496	39078	39660	40242
13	37150	37732	38314	38714	39296	39878	40460	41042
14	38050	38632	39214	39614	40240	40890	41540	42190
15	38950	39532	40114	40514	41119	41819	42419	43069
16	39850	40500	41082	41482	42117	42817	43417	44067
17	40775	41475	42065	42465	43165	43865	44447	45072
18	41700	42400	43100	43500	44200	44900	45482	46107
19	42600	43300	44000	44400	45100	45800	46382	47007
20	43500	44200	44900	45300	46000	46700	47400	48090
21	44400	45100	45800	46200	46910	47610	48338	48993
22	45300	46000	46700	47100	47828	48528	49256	49891
23	46400	47100	47832	48232	48946	49646	50346	50971
24	47500	48200	48950	49350	50050	50750	51450	52075
25	48600	49210	49960	50360	51060	51760	52460	53085
26	49800	50500	51250	51650	52350	53050	53750	54375
27	51195	51895	52645	53045	53745	54473	55173	55798
28	53144	53844	54594	54994	55694	56422	57122	57747

21 e.

**SALARY SCHEDULE
2000-2001 SCHOOL YEAR**

	A-1 BS	A-2 BS+15	A-3 BS+30	B MA	B-1 MA+15 BS+45	B-2 MA+30 BS+60	B-3 MA+45 BS+75	B-4 MA+60 BS+90
STEP								
1	29500	30088	30676	31080	31668	32256	32844	33432
2	29599	30745	31333	31737	32325	32913	33501	34089
3	30813	31401	31989	32393	32981	33570	34157	34745
4	31470	32058	32646	33050	33638	34226	34814	35402
5	32127	32715	33303	33707	34295	34883	35471	36059
6	32783	33371	33959	34363	34951	35540	36127	36715
7	33440	34028	34616	35020	35608	36196	36784	37372
8	34097	34685	35273	35677	36265	36853	37441	38029
9	34753	35341	35930	36333	36922	37510	38097	38685
10	35410	35998	36586	36990	37578	38166	38754	39342
11	36067	36655	37243	37647	38235	38823	39411	39999
12	36723	37311	37900	38303	38892	39480	40067	40655
13	37532	38120	38708	39112	39700	40288	40876	41464
14	38441	39029	39617	40021	40653	41310	41967	42623
15	39350	39938	40526	40930	41541	42249	42855	43512
16	40260	40916	41504	41908	42550	43257	43863	44520
17	41194	41901	42497	42901	43608	44316	44904	45535
18	42128	42835	43543	43947	44654	45361	45949	46581
19	43038	43745	44452	44856	45563	46270	46858	47490
20	43947	44654	45361	45765	46473	47180	47887	48584
21	44856	45563	46270	46675	47392	48099	48835	49496
22	45765	46473	47180	47584	48320	49027	49762	50404
23	46877	47584	48323	48728	49449	50156	50863	51495
24	47988	48695	49453	49857	50564	51271	51979	52610
25	49099	49715	50473	50877	51585	52292	52999	53630
26	50312	51019	51777	52181	52888	53595	54302	54934
27	51721	52428	53186	53590	54297	55033	55740	56371
28	53690	54397	55155	55559	56266	57002	57709	58340

SALARY SCHEDULE
2001-2002 SCHOOL YEAR

	A-1 BS	A-2 BS+15	A-3 BS+30	B MA	B-1 MA+15 BS+45	B-2 MA+30 BS+60	B-3 MA+45 BS+75	B-4 MA+60 BS+90
STEP								
1	29860	30455	31050	31459	32054	32650	33245	33840
2	29960	31120	31715	32124	32719	33314	33910	34505
3	31189	31784	32380	32789	33384	33979	34574	35169
4	31854	32449	33044	33453	34048	34644	35239	35834
5	32519	33114	33709	34118	34713	35309	35904	36499
6	33183	33779	34374	34783	35378	35973	36568	37163
7	33848	34443	35038	35447	36043	36638	37233	37828
8	34513	35108	35703	36112	36707	37303	37898	38493
9	35177	35773	36368	36777	37372	37967	38562	39158
10	35842	36437	37033	37441	38037	38632	39227	39822
11	36507	37102	37697	38106	38702	39297	39892	40487
12	37172	37767	38362	38771	39366	39961	40556	41152
13	37990	38585	39180	39589	40184	40779	41375	41970
14	38910	39505	40100	40509	41149	41814	42479	43144
15	39830	40426	41021	41430	42048	42764	43378	44043
16	40751	41416	42011	42420	43069	43785	44398	45063
17	41697	42413	43016	43425	44141	44857	45452	46091
18	42642	43358	44074	44483	45199	45915	46510	47149
19	43563	44279	44995	45404	46119	46835	47430	48070
20	44483	45199	45915	46324	47040	47756	48471	49177
21	45404	46119	46835	47244	47970	48686	49431	50100
22	46324	47040	47756	48164	48909	49625	50369	51019
23	47449	48164	48913	49322	50052	50768	51484	52123
24	48574	49289	50056	50465	51181	51897	52613	53252
25	49698	50322	51089	51498	52214	52930	53646	54285
26	50926	51641	52408	52818	53533	54249	54965	55604
27	52352	53068	53835	54244	54960	55704	56420	57059
28	54345	55061	55828	56237	56953	57697	58413	59052

**SALARY SCHEDULE
2002-2003 SCHOOL YEAR**

	A-1 BS	A-2 BS+15	A-3 BS+30	B MA	B-1 MA+15 BS+45	B-2 MA+30 BS+60	B-3 MA+45 BS+75	B-4 MA+60 BS+90
STEP								
1	30265	30868	31471	31886	32489	33092	33696	34299
2	30366	31542	32145	32560	33163	33766	34370	34973
3	31612	32216	32819	33233	33837	34440	35043	35646
4	32286	32889	33492	33907	34510	35114	35717	36320
5	32960	33563	34166	34581	35184	35787	36391	36994
6	33633	34237	34840	35254	35858	36461	37064	37668
7	34307	34910	35514	35928	36531	37135	37738	38341
8	34981	35584	36187	36602	37205	37809	38412	39015
9	35655	36258	36861	37276	37879	38482	39085	39689
10	36328	36931	37535	37949	38553	39156	39759	40362
11	37002	37605	38209	38623	39226	39830	40433	41036
12	37676	38279	38882	39297	39900	40503	41106	41710
13	38505	39108	39711	40126	40729	41332	41936	42539
14	39438	40041	40644	41059	41708	42381	43055	43729
15	40370	40974	41577	41992	42619	43344	43966	44640
16	41304	41977	42580	42995	43653	44379	45000	45674
17	42262	42988	43599	44014	44739	45465	46068	46716
18	43221	43946	44672	45087	45812	46538	47140	47789
19	44154	44879	45605	46019	46745	47470	48073	48722
20	45087	45812	46538	46952	47678	48403	49129	49844
21	46019	46745	47470	47885	48621	49346	50101	50780
22	46952	47678	48403	48818	49573	50298	51053	51711
23	48092	48818	49576	49991	50731	51457	52182	52830
24	49232	49958	50735	51150	51875	52601	53327	53974
25	50372	51005	51782	52197	52922	53648	54373	55021
26	51616	52342	53119	53534	54259	54985	55710	56358
27	53062	53788	54565	54980	55705	56460	57185	57833
28	55082	55808	56585	57000	57725	58480	59206	59853

21h.

SALARY SCHEDULE
2003-2004 SCHOOL YEAR*

	A-1 BS	A-2 BS+15	A-3 BS+30	B MA	B-1 MA+15 BS+45	B-2 MA+30 BS+60	B-3 MA+45 BS+75	B-4 MA+60 BS+90
STEP								
1	31980	32046	32685	33125	33764	34404	35044	35683
2	32081	32720	33359	33799	34438	35078	35718	36357
3	32188	33435	34074	34514	35153	35792	36432	37071
4	33509	34149	34788	35227	35867	36506	37146	37785
5	34223	34862	35502	35941	36581	37221	37860	38499
6	34938	35577	36216	36656	37295	37934	38574	39214
7	35651	36291	36930	37369	38009	38649	39288	39928
8	36365	37005	37645	38084	38723	39363	40002	40641
9	37080	37719	38358	38798	39437	40078	40717	41356
10	37794	38433	39073	39513	40152	40791	41430	42070
11	38508	39147	39787	40226	40866	41505	42145	42784
12	39222	39861	40502	40940	41580	42220	42859	43498
13	39937	40576	41215	41655	42294	42933	43572	44213
14	40815	41454	42094	42534	43173	43812	44452	45091
15	41804	42443	43083	43523	44210	44924	45638	46353
16	42792	43432	44072	44512	45176	45945	46604	47318
17	43782	44496	45135	45575	46272	47042	47700	48414
18	44798	45567	46215	46655	47423	48193	48832	49519
19	45814	46583	47352	47792	48561	49330	49968	50656
20	46803	47572	48341	48780	49550	50318	50957	51645
21	47792	48561	49330	49769	50539	51307	52077	52835
22	48780	49550	50318	50758	51538	52307	53107	53827
23	49769	50539	51307	51747	52547	53316	54116	54814
24	50978	51747	52551	52990	53775	54544	55313	56000
25	52186	52955	53779	54219	54988	55757	56527	57212
26	53394	54065	54889	55329	56097	56867	57635	58322
27	54713	55483	56306	56746	57515	58284	59053	59739
28	56246	57015	57839	58279	59047	59848	60616	61303
29	58387	59156	59980	60420	61189	61989	62758	63444

* to be implemented effective January 18, 2004.

ARTICLE XXVI

NEGOTIATIONS

- A. No later than the 15th of January of the last year of the Agreement, the party wishing to reopen negotiations for a successor agreement governing the following school year will submit their request for negotiations. Negotiations would then begin at a mutually agreeable date, no later than February 1. The party opening negotiations would present their proposals at the first negotiations session and the other party would present their proposals no later than the second session.
- B. If the Board and the Association are unable to agree upon such a successor agreement, or upon requested changes, alterations and amendments of this instrument on or before the 1st day of May of such year, then either party may request the State Public Employment Relations Board to assist the parties in effecting such an agreement through the utilization of mediation and fact finding pursuant to the provisions of Section 209 of the Civil Service Law of the State of New York.
- C. Neither party in any negotiations shall have any control over the selection of the representatives of the other party. Either party may select its representatives from within or without the School District. While no final agreement shall be executed without ratification by the Association and the Board, the parties mutually pledge that their representatives will be clothed with all the necessary powers and authority to make proposals, consider proposals and reach compromises and agreements in the course of negotiations.

ARTICLE XXVII

COMMUNICATIONS

In an effort to improve communications between all members of the Board of Education and all teachers at the Heuvelton Central School, there will be meetings held as follows to discuss items of mutual concern. These meetings will be informal, without the presence of administrative personnel unless invited by the Board of Education or the Teachers' Association

- A. During each school semester a meeting between all elementary teachers and the Board of Education.
- B. During each school semester a meeting between all secondary teachers and the Board of Education.

ARTICLE XXVIII

DURATION

This Agreement shall in effect on July 1, 1995 and shall remain in effect until June 30, 2000.

Myma O. White
For the Teachers' Association,
Heuvelton Central School

Clara B. Chamberlain
For the District,
Heuvelton Central School

Date: 3/11/96

Date: 3/11/96

ARTICLE XXVIII

DURATION

This agreement shall be extended and shall remain in effect until June 30, 2002.

ARTICLE XXVIII

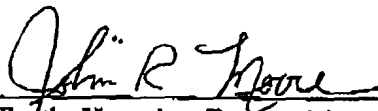
DURATION

This agreement shall be extended and shall remain in effect until June 30, 2004.

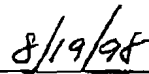
ADDENDUM

It is hereby agreed that the following become attachments to the Agreement between the Heuvelton Teachers' Association and the Heuvelton Central School District for the years 1995-1996-19997-1998-1999-2000.

1. Article XXVIII (see page 23 b).
2. 1997-1998 Salary Schedule (see page 21 c).
1998-1999 Salary Schedule (see page 21 d).
1999-2000 Salary Schedule (see page 21 e).
3. Pay Scale for Extra-Curricular Activities (see page 15 b).



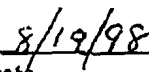
For the Heuvelton Teachers' Association



Date



For the Heuvelton Central School District

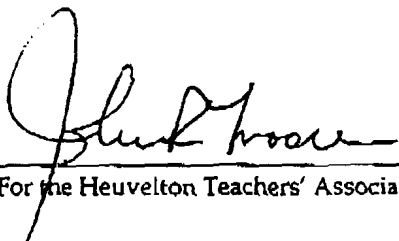


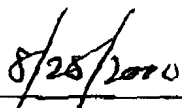
Date

ADDENDUM NO. 3

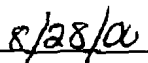
It is hereby agreed that the following become attachments to the Agreement between the Heuvelton Teachers' Association and the Heuvelton Central School District for the years 1995-1996-19997-1998-1999-2000.

1. Article XXVIII (see page 23 c).
2. 2000-2001 Salary Schedule (see page 21 f).
2001-2002 Salary Schedule (see page 21 g).
2002-2003 Salary Schedule (see page 21 h).
3. Pay Scale for Extra-Curricular Activities (see page 15 d).
4. Waiver of Retiree's Dependent Health Insurance Coverage (see page 6 b).
5. Sick Leave Pool Moratorium (see page 10 b).


For the Heuvelton Teachers' Association


Date


For the Heuvelton Central School District


Date

MEMORANDUM OF AGREEMENT

between the

HEUVELTON TEACHERS' ASSOCIATION

and the

HEUVELTON CENTRAL SCHOOL DISTRICT

regarding

SERVICE INCENTIVE STIPEND

The Service Incentive Stipend Benefit (hereinafter called the Benefit) is available to any current full-time Heuvelton Central School District Employee (hereinafter called the Employee) who is covered by the current Negotiated Agreement between the Heuvelton Teachers' Association and the Heuvelton Central School District (hereinafter called the District) and who has at least fifteen (15) years of credited service with the District at the time their irrevocable letter of resignation for the purpose of retirement (hereinafter called the Resignation), becomes effective.

The Benefit is twelve thousand dollars (\$12,000).


The Resignation must become effective at the end of one of the following years:

2000/2001
2001/2002
2002/2003
2003/2004

Any Employee who elects to receive this Benefit must have his or her Resignation approved by the Board of Education prior to December 15, 2000 for Resignations which become effective at the end of the 2000/2001, 2001/2002 or 2002/2003 school years; or prior to December 15, 2001 for Resignations which become effective at the end of the 2003/2004 school year.

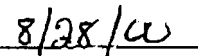
Any Employee who meets the above criteria will have the option of receiving the Benefit in one of two options:

- a. As a lump sum payment, less applicable withholdings, in the month of July following the effective date of the Employee's Resignation; or
- b. By adding one half the total amount of the Benefit to his/her salary for the last two years of his/her employment. Notice of such option must be contained in the Resignation. This option is only available for Resignations effective at the end of the 2002/2003 or the 2003/2004 school years.


For the Heuvelton Teachers' Association


Date


For the Heuvelton Central School District


Date

ADDENDUM NO. 4

It is hereby agreed that the following become attachments to the Agreement between the Heuvelton Teachers' Association and the Heuvelton Central School District for the years 1995-1996-19997-1998-1999-2000.

1. 2003-2004 Salary Schedule (see page 21 i).
2. Pay Scale for Extra-Curricular Activities (see page 15 e and 15 f).

Deborah A. DeLuca
For the Heuvelton Teachers' Association

11-7-03
Date

Gene B. Chamber
For the Heuvelton Central School District

11-7-03
Date

MEMORANDUM OF AGREEMENT

between the

HEUVELTON TEACHERS' ASSOCIATION

and the

HEUVELTON CENTRAL SCHOOL DISTRICT

regarding

SERVICE INCENTIVE STIPEND

The Service Incentive Stipend Benefit (hereinafter called the Benefit) is available to any current full-time Heuvelton Central School District Employee (hereinafter called the Employee) who is covered by the current Negotiated Agreement between the Heuvelton Teachers' Association and the Heuvelton Central School District (hereinafter called the District) and who has at least fifteen (15) years of credited service with the District at the time their irrevocable letter of resignation, for the purpose of retirement (hereinafter called the Resignation), becomes effective.

The Benefit is twelve thousand dollars (\$12,000).

The Resignation must become effective at the end of the 2004/2005 school year.

Any Employee who elects to receive this Benefit must have his or her Resignation approved by the Board of Education prior to January 15, 2004.

Any Employee who meets the above criteria will receive the Benefit as a lump sum payment, less applicable withholdings, in July 2005.

Deborah A. DeLuca
For the Heuvelton Teachers' Association

11/7/03
Date

Chris B. Chamberlain
For the Heuvelton Central School District

11-7-03
Date

MEMORANDUM OF AGREEMENT

between the

Heuvelton Teachers' Association
and
Heuvelton Central School

regarding

Service Incentive Stipend

The service incentive stipend is available to any current full-time Heuvelton Central School District employee who is covered by the current negotiated agreement between the **Heuvelton Teachers' Association** and the **Heuvelton Central School Board of Education** and who has at least 15 years of credited service with the District at the time their irrevocable letter of resignation, for the purpose of retirement, becomes effective.

The benefit is twelve thousand dollars (\$12,000).

The resignation must become effective at the end of the 2005-2006 school year.

Any employee who elects to receive this benefit must submit a letter of resignation on or before June 30, 2005.

Any employee who meets the above criteria will receive the benefit as a lump sum payment, less applicable withholdings, in July 2006.

Signed and Accepted by:

For Heuvelton Central School

For Heuvelton Teachers' Association

C. J. Charnick (name)

Robert A. De Luca (name)

Superintendent (title)

President (title)

1-20-05 (date)

1/20/05 (date)

MEMORANDUM OF AGREEMENT

between the

Heuvelton Teachers' Association
and
Heuvelton Central School

regarding

Service Incentive Stipend

The service incentive stipend is available to any current full-time Heuvelton Central School District employee who is covered by the current negotiated agreement between the **Heuvelton Teachers' Association** and the **Heuvelton Central School Board of Education** and who has at least **15 years** of credited service with the District at the time their irrevocable letter of resignation, for the purpose of retirement, becomes effective.

The benefit is twelve thousand dollars (\$12,000).

The resignation must become effective at the end of the **2006-2007** school year.

Any employee who elects to receive this benefit must submit a letter of resignation on or before **June 30, 2006**.

Any employee who meets the above criteria will receive the benefit as a lump sum payment, less applicable withholdings, in **July 2007**.

Signed and Accepted by:

For Heuvelton Central School

For Heuvelton Teachers' Association

Vernice N. Church (name)

Deborah A. De Luca (name)

Superintendent (title)

President (title)

1-03-06 (date)

01-03-06 (date)